

TENNESSEE GENERAL ASSEMBLY  
FISCAL REVIEW COMMITTEE



**FISCAL NOTE**

**SB 1808 - HB 1852**

February 26, 2014

**SUMMARY OF BILL:** Creates the "Employee Online Privacy Act of 2014" which prohibits an employer from taking adverse actions against an applicant for employment as a result of the applicant refusing to disclose the username and password to the applicant's personal internet account, or for refusing the employer access to the applicant's personal internet account information. Authorizes the Attorney General and Reporter to bring a civil action against any employer in violation of this Act on the behalf of the aggrieved. If the court finds a violation has occurred, the court shall award the state not more than \$1,000 for each violation. Authorizes any aggrieved person to bring a civil action against an employer in a court of competent jurisdiction to enjoin any acts in violation of this part and to recover not more than \$1,000 in damages for each violation.

**ESTIMATED FISCAL IMPACT:**

**NOT SIGNIFICANT**

Assumptions:

- According to the County Technical Assistance Service and the Municipal Technical Advisory Service, any fiscal impact to counties and municipalities respectively will be not significant.
- According to the Department of Labor and Workforce Development, the bill does not require the Department to monitor for compliance; therefore, no fiscal impact to the department is expected.
- There will not be a sufficient number of prosecutions for state or local government to experience any significant increase in revenue or expenditures.

**CERTIFICATION:**

The information contained herein is true and correct to the best of my knowledge.

A handwritten signature in black ink, appearing to read "Lucian D. Geise".

Lucian D. Geise, Executive Director

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/dwl